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OCA Record

Fedorov

OCA 87-3875

8 September 1987

MEMORANDUM FOR THE RECORD

SUBJECT: Status on Several Bills Related to Employee
Entitlement to Leave Without Pay for Parental Purposes

1. There are two Bills--HR 925 and HR 284--in either House full committee or subcommittee pertaining to employee entitlement to leave without pay for parental purposes (one exists in the Senate--S 249) which may come to a vote and passage this fall.

2. While the Agency has problems with the Bills, as does OPM, we are not specifically exempt. See attached Memo from OGC. In a conversation with Bruce Navaro, Director of Congressional Affairs for OPM, OPM has registered their opposition to the Bills but with little affect.

3. HR 975 currently is in the House Education and Labor Committee after being voted out of subcommittee. In a conversation with Dan Yager, minority counsel, I found out that he is of the opinion the Bill will be reported out for floor action sometime in October. He's not sure it will be brought to immediate floor action. Rather, they would hope to get a sense for the vote and based on that reaction further refine their strategy. But he definitely believes it will be brought to a vote this year.

4. HR 284 still rests with the Civil Service Subcommittee of the Post Office and Civil Service Committee. Subcommittee staffer, Andrea Nelson, indicated that the subcommittee is only awaiting movement by the Education and Labor Committee. Once the Bill moves there, her subcommittee is ready to report out favorably. This judgment was subsequently confirmed by Pierce Myers, Counsel to full Post Office and Civil Service Committee.

5. The best hope for change rests with OPM. I voiced our reservations to Yager, Nelson and Myers who indicated that OPM has registered similar protests. There is yet the possibility that these bills could be defeated on the floor because they will apply not only to government employees but to private industry requiring a broad base of support.

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6. As to the Senate companion, S-249, I still need to check. This Bill now rests with the Senate Committee on Labor and Education. According to one source, there is a turf battle between this committee and the Government Affairs Committee. Yager believes, however, that this bill is so painless, i.e., leave without pay, that it will be reported out of this committee if there is floor action on the House side. So far no hearings have been scheduled.

7. I think its time we take this seriously. I will advise the Office of Personnel to assess the impact more closely, and based on their guidance, work through OPM to get any needed changes.

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